

Program: Arizona WIC Personnel Infrastructure Development

Logic Model

Situation: Certification Specialist (CS) and Nutrition Education Specialist (NES) positions to be implemented by October 1, 2012

Goals: 1) Participants will adopt healthy behaviors 2) The community will view WIC as a health and nutrition program

Inputs	Outputs		Outcomes -- Impact		
	Activities	Participation	Short 0-3yrs	Medium 4-6 yrs	Long 7-10 yrs
Local Agency Staff -qualified trainers ADHS WIC Staff -qualified trainers Local Agency IT ADHS IT Human Resources Health Officers Western Region Time Funding Computer Access Internet Access <b>Training Resources</b> -VENA competencies -LMS courses -WIC Works -Altarum -ADHS DVD's	<b>LA &amp; State Activities *</b> -Define workforce definitions and minimum education requirements for CS and NES positions -Confirm CS and NES training schedule with local agencies -Conduct surveys/focus groups to assess participants' attitudes towards WIC <b>Local Agency Activities *</b> -Meet with human resources and health officers to put personnel infrastructure in place -Submit staffing patterns to determine staffing needs <b>State Activities *</b> -Complete development of all LMS courses -Administer survey monkey to obtain staffing patterns from local agencies -Meet with human resources and health officer to put personnel infrastructure in place  * Assess other activities as needed	WIC Participants Local Agency WIC Staff Local Agency IT LA Administrative Staff ADHS WIC Staff ADHS IT	Development of some LMS courses completed by January 2010  Workforce definitions completed by February 2010  Survey monkey completed by ADHS to administer to LAs by February 2010  Local Agencies to submit staffing patterns by March 2010  Development of all LMS courses completed by June 2010  Personnel Restructuring -Job descriptions completed and personnel infrastructure in place by October 2010  All local agency staff to complete at least one LMS course each quarter (11 quarters starting January 2010)  All local agency staff to complete all LMS courses by September 30, 2012	100% of Arizona WIC Local Agencies will have all positions filled under the new personnel infrastructure	100% of WIC workforce VENA competent  Some participants' attitudes will transition to view WIC as a health and nutrition program

#### Assumptions

Online training will be successful  
 Some agencies can utilize mobile NES positions

#### External Factors

Limited time and limited budgets  
 Each local agency human resources